Virginia Department of Social Services

Organizational Structure Report

August 1, 2020-August 1, 2021

As one of the largest state agencies in the Commonwealth, The Virginia Department of Social Services (VDSS) is responsible for partnering with 120 local departments of social services, along with faith-based and non-profit organizations, for the administration of over 35 programs in six primary service areas: Benefit Programs, Family Services, Child and Early Childhood Development Services, Community and Volunteer Services, Child Support Enforcement, and Licensing. Virginia's social services system is comprised of approximately 1,750 state staff and more than 10,000 employees of local departments of social services and community action agencies who work together each day "to design and develop high quality human services that help Virginians achieve safety, independence and overall well-being" and ensure that thousands of Virginia's most vulnerable citizens have access to the best services and benefits available to them.

Functions

The **Executive Team** is a cross-collaborative leadership team consisting of the Commissioner, Chief Deputy Commissioner, Chief of Staff and the Deputy Commissioners of key programs areas: Technology, Administration, Human Services, State Programs, and Strategy and Engagement. This Executive Team shares ownership of the agency's effectiveness and builds mutual accountability across the organization. The team shapes strategies, develops objectives and collectively resolves issues that are critical to the overall agency performance. They oversee processes for strategic planning and are tasked with critical decision-making that will advance the agency towards organizational goals. All Deputy Commissioners and Chief of Staff are civil servants, ensuring continuity of operations across administrations.

Technology –This organization provides a single portfolio that consolidates lines of business that focus on technology and systems with an integrated vision and oversight to promote alignment and efficiency. This grouping of like lines of business promotes collaboration and streamlined efforts designed to achieve common agency goals. It includes project planning, budget and oversight, administration of all IT systems, applications and operations and incorporates the following Divisions:

- **Enterprise Business Solutions** focuses on VDSS enterprise information technology projects, with an emphasis on self-service benefits and services models that are efficient, effective, and customer friendly.
- **Application Development** provides solutions to meet the app (software application or program) development requirements of various business divisions of VDSS.
- **Infrastructure Operations** provides support and ongoing management for technology used by the agency's 10,000+ staff statewide. This includes IT operations management, customer support, asset and change management, and Virginia Information Technology Agency (VITA) coordination.
- **Information Security & Risk Management** protects VDSS information systems by addressing security compliance, risk, and opportunities in alignment with VDSS and stakeholder objectives.

Administration - Lines of business that provide operational support to the entire agency through the following divisions:

- The Division of **Finance** provides management and oversight of the agency's financial operations. This includes providing financial guidance, along with establishing formal policies and procedures for both VDSS and local departments, as well as ensuring fiscal compliance with state and federal regulations.
- The Division of **General Services** provides management and oversight of the agency's contracts and procurement, internal technical assistance and guidance to agency personnel regarding property and facilities management, and support the Commonwealth's emergency management efforts for state shelters.
- The **Organizational Development** Division is focused on administering Human Resource policies and creating a positive organizational culture and supporting the acquisition, management, development, engagement, retention, and well-being of a qualified and productive workforce. The division serves both state and local employees and managers.

Human Services –Lines of business that collaborate as a team to support local departments and their customers. Local departments are county and city government departments of social services for which VDSS hat both oversight responsibility as well as training, technology and technical assistance responsibilities. Program staff focuses on policy development, program design and assessing program outcomes.

- The Division of **Family Services** promotes safety, permanency and well-being for children, families and individuals in Virginia through program areas that include adoption, foster care, child protective services, abuse prevention and more.
- The Division of **Benefit Programs** is responsible for the supervision and management of 16 public assistance programs (SNAP, TANF, Energy Assistance, etc.) that provide income support benefits and employment services to families and individuals in the Commonwealth.
- **Local Engagement & Support** is comprised of staff at the VDSS home office and five regional offices across the Commonwealth. Teams work collaboratively across each

location to support Virginia Social Services System initiatives by consulting and supporting Local Departments of Social Services.

- **Workforce Development & Support** is a new **program training** function that was established to deliver centralized, coordinated training across all Human Services programs to state and local employees.

State Programs – The following lines of business, within VDSS, provide support and services at the state level (not via local departments).

- The Division of **Child Support Enforcement** is responsible for ensuring that Virginia's children receive financial support by reaching noncustodial parents, establishing and enforcing child support obligations, supporting parents with family-centered resources, and collecting and disbursing payments. A Division Director position was established to lead this division. The division leadership role was previously incorporated in the Deputy Commissioner position.
- The Division of **Licensing Programs** protects the safety, health and well-being of adults receiving care in non-medical day and residential programs through the licensing of adult programs.
- The Division of **Business Operations** is comprised of the Office of Background Investigations supported by Licensing Programs and the State Disbursement Unit supported by Child Support Enforcement) for VDSS. The Office of Background Investigations provides background investigation searches of individuals with founded cases of child abuse or neglect, as well as criminal fingerprint records searches for barrier crimes. The State Disbursement Unit collects child support funds for the Commonwealth of Virginia, documents those collections in the statewide automated system and disburses those funds to custodial parents.
- The Division of **Support and Transformation** was newly created in 2021 and operates as a centralized support function to provide governance, standardization, and consistency across administrative and operational support functions. The division is comprised of Workforce Development and Communications Support, Workforce Management and Administrative Support, Finance and Contract Management, and the Data and Transformation Functions.

Strategy & Engagement – This portfolio was established to create a focus and enhance the agency's ability on developing and driving human services strategies and strategic projects to shape the future of the social services system across the Commonwealth of Virginia.

- The Division of **Community & Volunteer Services** (CVS) maintains close relationships with community organizations, faith-based organizations, non-profits and local departments of social services to enable Virginia's social services system to pool resources and provide a safety net for services. CVS also implements the federal Community Services Block Grant through the 31 Community Action Agencies in Virginia, as well as the services offered by the Refugee Resettlement Program operated through its six refugee resettlement program providers.
- The Office of **Innovation & Strategic Initiatives** – A new division established to identify and deploy best practices as well as leverage human centered design and innovation to rapidly develop and test innovative strategies and methodologies. This division

collaborates with the broader social services system, community based organizations, other state agencies, and nontraditional partners to implement innovation projects and strategic initiatives that will increase the agency's capacity to better achieve its mission.

- The Office of **Research & Planning** – Elevates the agency's capability in all lines of business in researching, reporting and using data for program evaluation, process improvement, forecasting, risk management and decision-making. It provides research expertise and fulfills data requests for state and local social services staff to support planning, evaluation, decision -making, and compliance with state and federal reporting requirements.

Compliance – Independent from all lines of business, this newly established function separated oversight responsibility from program operations. This function is responsible for agency-wide compliance and risk mitigation that helps to ensure adherence to state and federal legal and regulatory standards, including Appeals and Fair Hearings, Quality Control, Freedom of Information Act and Sub-recipient Monitoring, cooperation with OSIG investigations, FOIA, and oversight of fraud investigation activities.

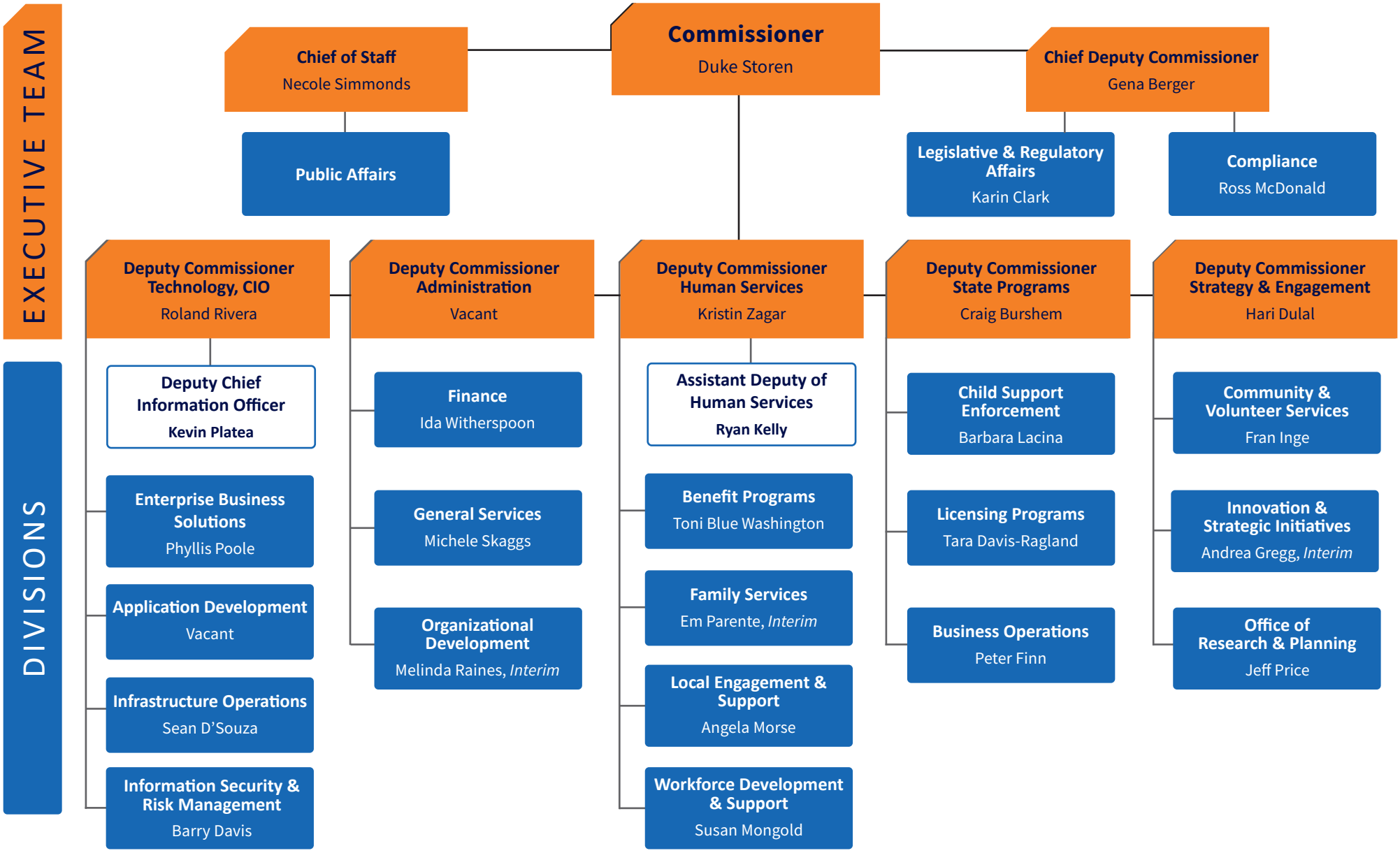
Legislative & Regulatory Affairs is responsible for providing oversight of all legislative and regulatory activities of VDSS, including monitoring legislation during each General Assembly session, coordinating year round regulatory activities and assuring departmental compliance with state and federal mandates.

Changes

- VDSS filled the Deputy Commissioner, Human Services on April 10, 2021. The position became vacant on January 16, 2021.
- On March 10, 2021, the Division of Support and Transformation was created in the State Programs Portfolio.
- In response to Executive Directive Four issued in 2019, the Childcare Licensing and Child Care Subsidy programs, were transferred from VDSS to the State Department of Education (VDOE) effective July 1, 2021. The change included the transfer of 150 positions.
- The VDSS Deputy Commissioner, Administration is vacant after the former incumbent retired on June 9, 2021.

A list of current agency full-time and part-time positions, by job title, is available in Appendix C.

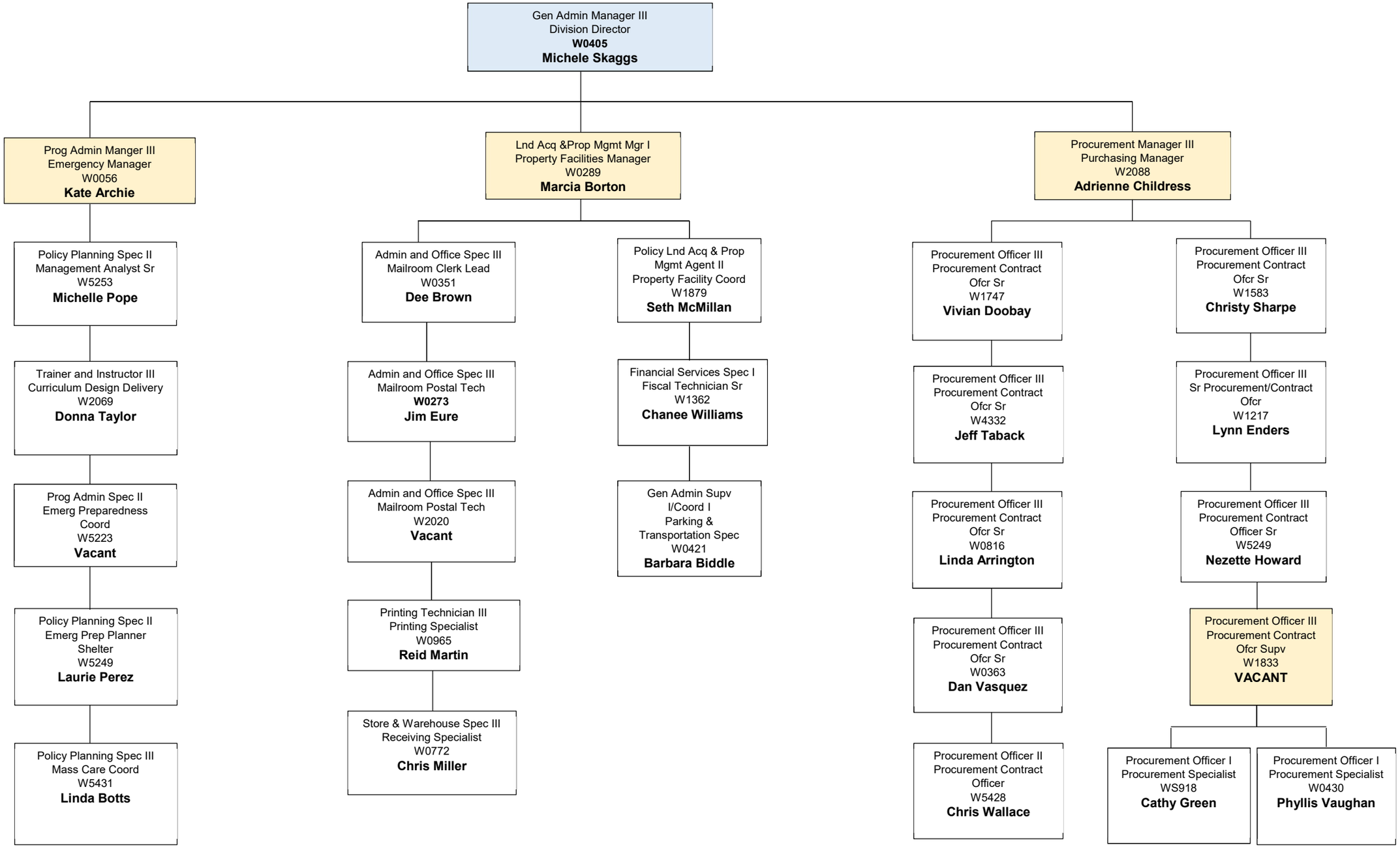
VIRGINIA DEPARTMENT OF SOCIAL SERVICES ORGANIZATIONAL CHART



General Services

VIRGINIA DEPARTMENT OF SOCIAL SERVICES

April 10, 2021



VIRGINIA DEPARTMENT OF SOCIAL SERVICES

Practice Consultants
CC - Child Care
CPS - Child Protective Services
IH – In Home
PERM – Permanency
RF - Resource Family
MA - Medical Assistance
SNAP - Supplemental Nutrition Assistance Program
TANF/VIEW - Temporary Assistance for Needy Families / Virginia Initiative for Employment Not Welfare

LOCAL ENGAGEMENT & SUPPORT (LES)

Commissioner
S. Duke Storen

Deputy Commissioner of Human Services
Kristin Zagar

Division Director
Angela Morse

Associate Director
Penny Hall

- **Organizational Effectiveness Consultant, Sr.** Eric Strausbaugh
- **Organizational Effectiveness Consultant, Sr.** Audra Horton
- **Organizational Effectiveness Consultant** Kristey Cardwell
- **Operational Support Specialist** VACANT

Central Regional Director
Nikole Cox

- **Regional Administrative Manager** Sandy Graham
- **Regional Operations Manager** Reta Heins
  - **Office Services Specialist (P14)** VACANT

Practice Consultants
CC - Vanessa DiLeo
CPS - Monica Hockaday
IH - VACANT
RF - Tonya Belcher
PERM - Lisa Tully
PERM - Alisha Hunt
PERM – Sarah McDonald
MA - Niani Vines
SNAP - Cynthia PowelL
TANF/VIEW - VACANT

Eastern Regional Director
Peter Gezzi

- **Regional Administrative Manager** Jennifer Cooper
- **Regional Operations Manager** Nicole Mitchell

Practice Consultants
CC - Pearl Davis
CPS - Gail Davidson
IH - VACANT
RF - Flora Harris
PERM - Emily Lowe
PERM - Gayle Brown
PERM - Ashley Lipscomb
MA - Johnical Haynes
SNAP - Amy Phillips
TANF/VIEW - Domonique Goode

Northern Regional Director
Juani Diaz

- **Regional Administrative Manager** Will Hoff
- **Regional Operations Manager** Ann Marie Giannini

Practice Consultants
CC - Sarah Jones
CPS - Tammy Curl
IH - VACANT
RF - Jes Miller
PERM - Sarah Gilbert
PERM - Tara Gilbert
PERM – Jessica Cortes
MA - Don McBride
SNAP - Lisa Colandene-Nouri
TANF/VIEW – Katie Muska

Piedmont Regional Director
Tracie Brewster

- **Regional Administrative Manager** Kathleen Hubert
- **Regional Operations Manager** Anita Brown

Practice Consultants
CC - Todd Viers
CPS - John King
IH - VACANT
RF - Marnie Allen
PERM - Alexandria Bell
PERM - Dawn Wilson
PERM - Tiffany Ray
MA - Julia Clingempeel
SNAP - Bonnie Lee
TANF/VIEW - Keith Kauhane

Western Regional Director
Jennifer Lilly

- **Regional Administrative Manager** Andre Richmond
- **Regional Operations Manager** Lisa Stowers
  - **Operational Support Specialist** Wanda Bailey

Practice Consultants
CC – Jennifer Gibbons
CPS - Tammy Francisco
IH - VACANT
RF - Shawn Bush
PERM - Heather Owens
PERM - Jeannie Adams
PERM - Latisha Kidd
MA - Sandra Blevins
SNAP - Ruth Ann Belcher
TANF/VIEW - Shea McCracken

07/25/2021

VIRGINIA DEPARTMENT OF SOCIAL SERVICES

Organizational Development (OD)

MEL	41
Strength	31
Vacant	10
P-14	7

Administration	1
Human Resources	28
HR SRS & IM	10
Organizational Devl	2

S. Duke Storen
Commissioner

VACANT
Deputy Commissioner for Administration
Reporting to:
Chief of Staff, Necole Simmonds

Melinda Raines
W5305
19095-HR Manager II
Acting Director Sr., Human Resources

Stacy Metz
W0002
19221- Gen Admin Supv I/Coordinator I
Administrative Staff Specialist

Melinda Raines
W5305
19095-HR Manager II
Associate Director Sr., Human Resources

Calvin Edwards
W2107
19095-HR Manager II
Associate Director Sr., HR Services & Information Management

Total Rewards

Zenifer Moore
W5278
Total Rewards Program Manager
190932 HR Analyst III

John Kirby
P0086
19093 HR Analyst III
HR Consultant Sr.

VACANT
W5426
19092 HR Analyst II
Classification & Compensation Consultant

Dianna Banks
W4100
19092-HR Analyst II
HR Benefits Supervisor

LaVaughn Swain
W5009
19092 HR Analyst II
Classification & Compensation Consultant

Chanelle Hall
W1096
19091-HR Analyst I
Benefits Administrator

Taylor Evans
W5179
19013-Admin & Office Specialist III
HR Operations Assistant

Donna German
P0210
19092 HR Analyst II
Human Resources Analyst

Monique Dean
W0414
19091-HR Analyst I
Benefits Administrator

Leatrice Orange
W1305
19013-Admin & Office Specialist III
HR Operations Assistant

Quanasia Harrison
W5427
19221- Gen Admin Supv I/ Coordinator I
Records Administrator

Vacant
P0212
HR Analyst I
Human Resources Analyst

Talent Acquisition/ Workforce Planning

Brandon Oberlander
W5153
Talent Acquisition/ Workfoce Planning Program Manager
19092-HR Analyst II

Daphne Reid
W2100
19092-HR Analyst II
Recruiter

Monica Friend-Stith
W0549
19092-HR Analyst II
Recruiter

Willie Gilbert
W3075
19092-HR Analyst II
Recruiter

Margaret Garrison
W0051
19092-HR Analyst II
Recruiter

Michelle Rodriguez
W1442
19092-HR Analyst II
Recruiter

Bianca Stewart Williams
W0106
19092-HR Analyst II
Recruiter

VACANT
W5000
19013-Admin & Office Specialist III
Operations Support Assistant

Vacant
W0414
19093-HR Analyst III
HR Consultant Sr.

Compliance

Jennifer Wright
W2109
19092-HR Manager II
Compliance Program Manager

Lauren Clarke
W5152
19093-HR Analyst III
Employee Relations Consultant Sr.

Melanie Coghill
W1510
19092 - HR Analyst II
HR Policy Analyst Sr.

Vacant
W2061
19093-HR Analyst III
Employee Relations Consultant Sr.

Leighann Smigielski
W5002
19093-HR Analyst III
HR Policy Consultant Sr.

Karen Holt
W4355
19213-Policy & Planning Specialist III
HR Business Process Consultant Sr.

VACANT
T0003
Workforce Health & Safety Specialist

VACANT
W5266
29113-Trainer & Instructor III
Talent Development Consultant

VACANT
W5256
29113-Trainer & Instructor III
Talent Development Specialist

Vacant
W5190
19093-HR Analyst III
HR Policy Consultant Sr.

HR Services

William Craighead
W0975
39112-Info Technology Specialist II
HR Operations Analyst

Pamela Giles
W5202
19092-HR Analyst II
HR Operations Analyst

Jessica Baird
W5233
19092-HR Analyst I
HR Operations Specialist Sr.

Themeca Moore-Mingo
W1511
19092-HR Analyst I
HR Operations Specialist Sr.

Kathryn Desmond
W5171
19092-HR Analyst I
HR Operations Specialist

Andrew Caleb
W5259
39113-Info Technology Specialist III
HR Business Analyst Sr.

Austin Skinner
W5257
19132-Policy Planning Spec. II
HR Data Analyst

VACANT
W0645
19132-Policy Planning Spec. II
HR Data Analyst

Kimberly Nieves
W1473
19132-Policy Planning Spec. II
HR Data Analyst

Nikki Nichalou
P0005
19092-HR Analyst II
HR Analyst

Training

Jonathan Mosher
W1493
29113-Trainer & Instructor III
Talent Development Specialist

VACANT
W1639
29113-Trainer & Instructor III
HR Trainer

Donald Driver
P0019
19213-Prog Admin Specialist III
Coach

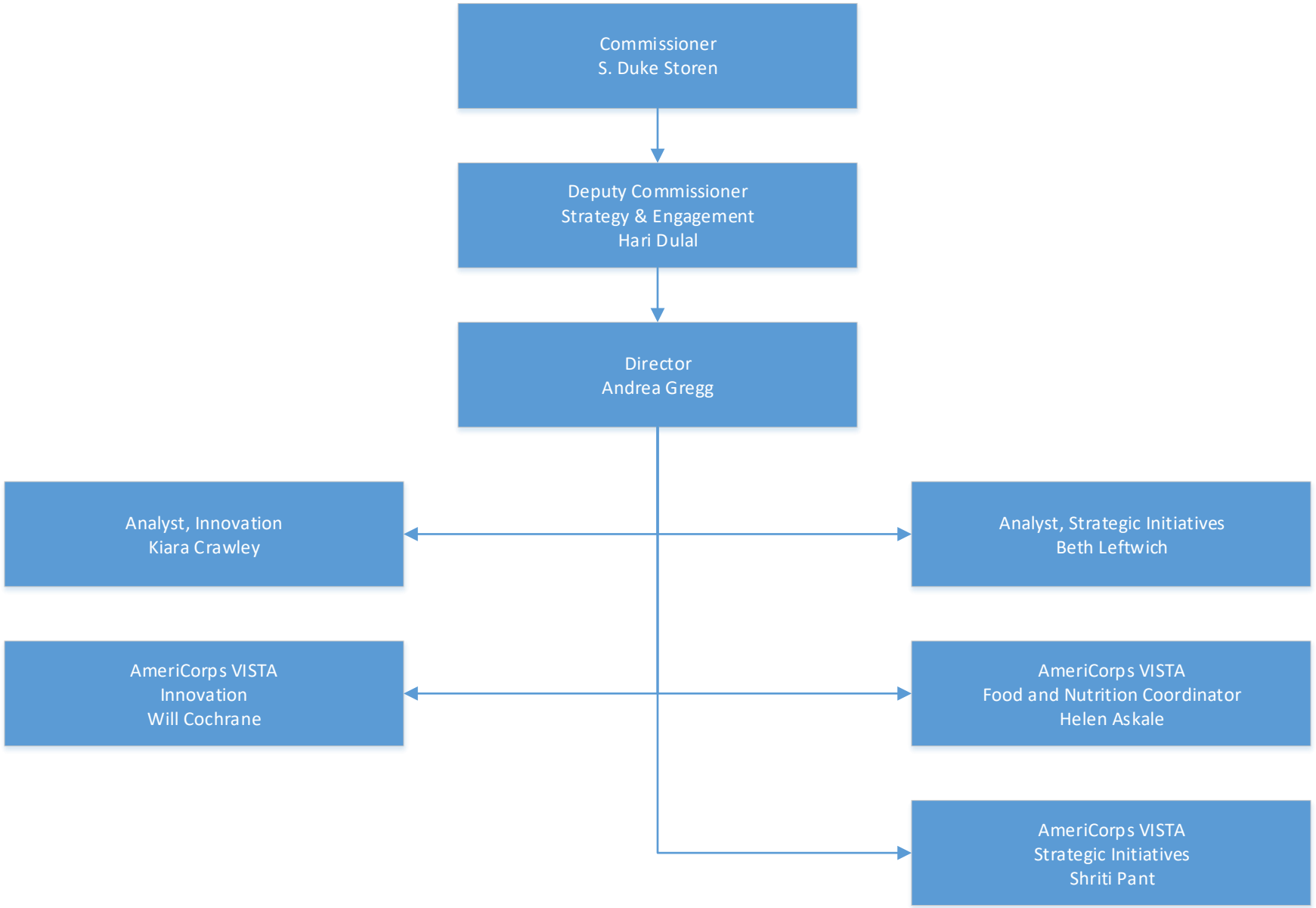
Hoang Hang
P0213
29111 Trainer& Instructor I
Training Assistant

Katherine Ralston
P0152
19213-Prog Admin Specialist III
Coach

June 25, 2021

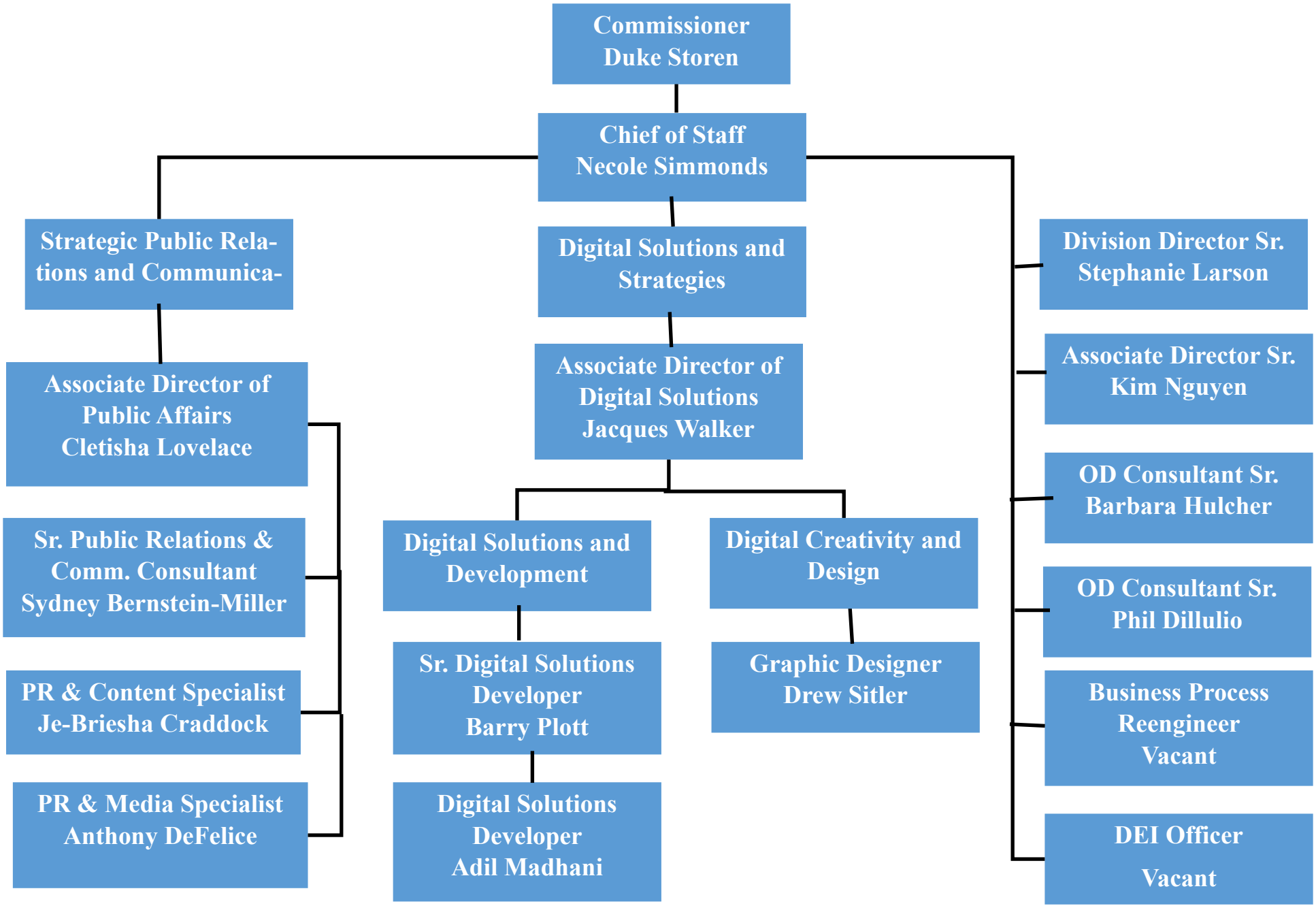
VIRGINIA DEPARTMENT OF
SOCIAL SERVICES

Office of Innovation & Strategic Initiatives (OISI)



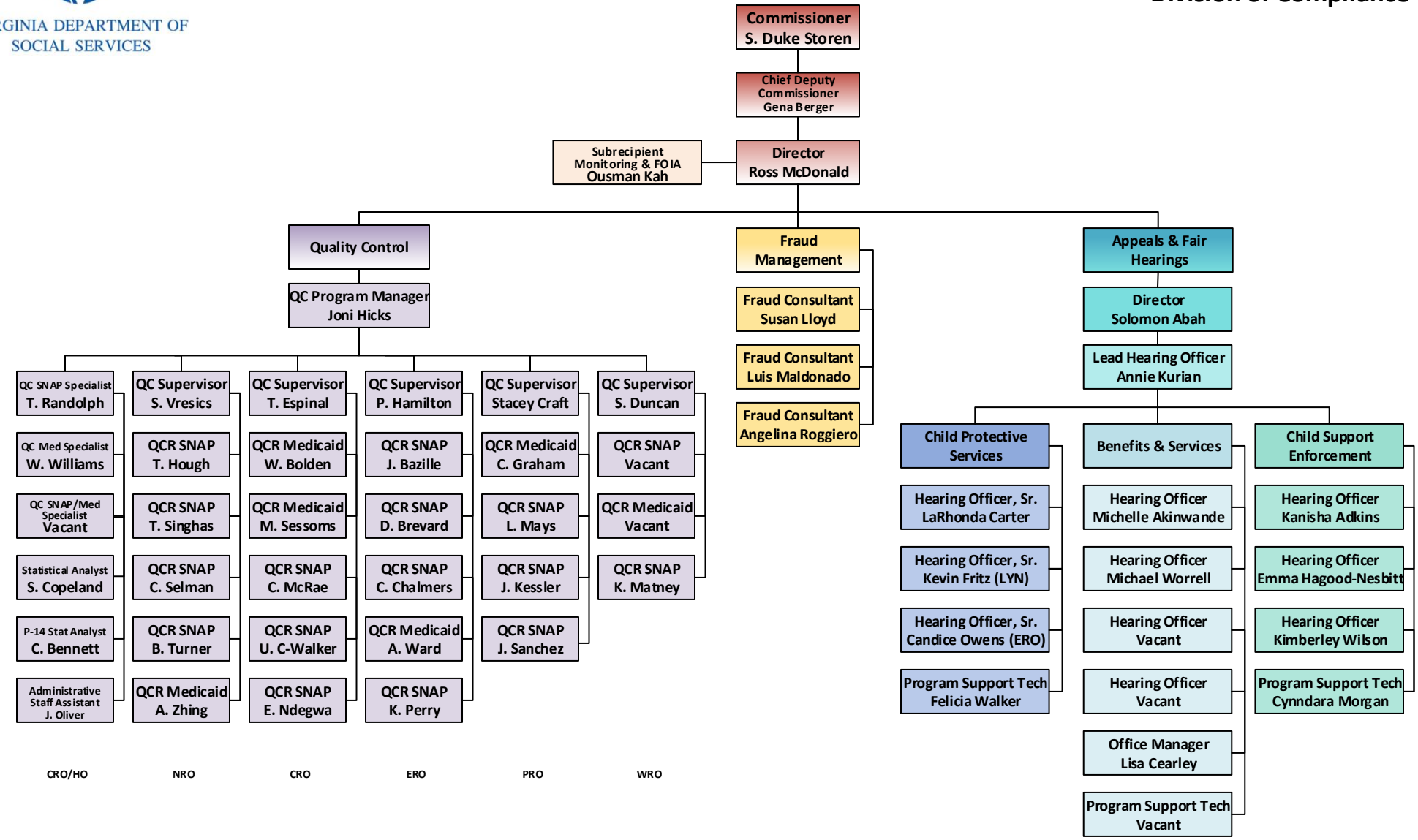
4/2/2021

Office of the Chief of Staff



VIRGINIA DEPARTMENT OF SOCIAL SERVICES

Division of Compliance

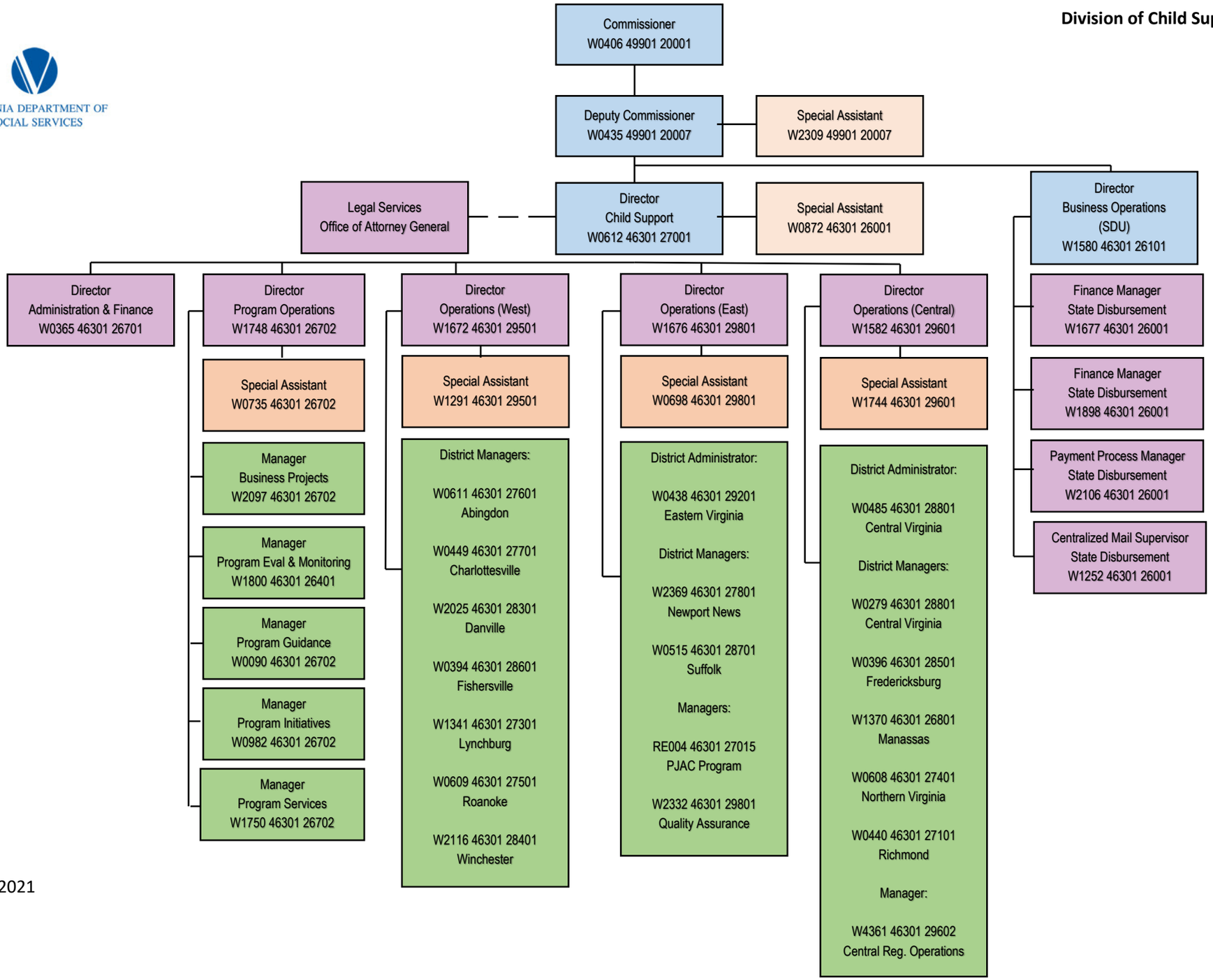


Locations:
HO – Home Office
CRO – Central Regional Office
ERO – Eastern Regional Office
LYN – Lynchburg District Office
PRO – Piedmont Regional Office
NRO – Northern Regional Office
WRO – Western Regional Office

July 12, 2021

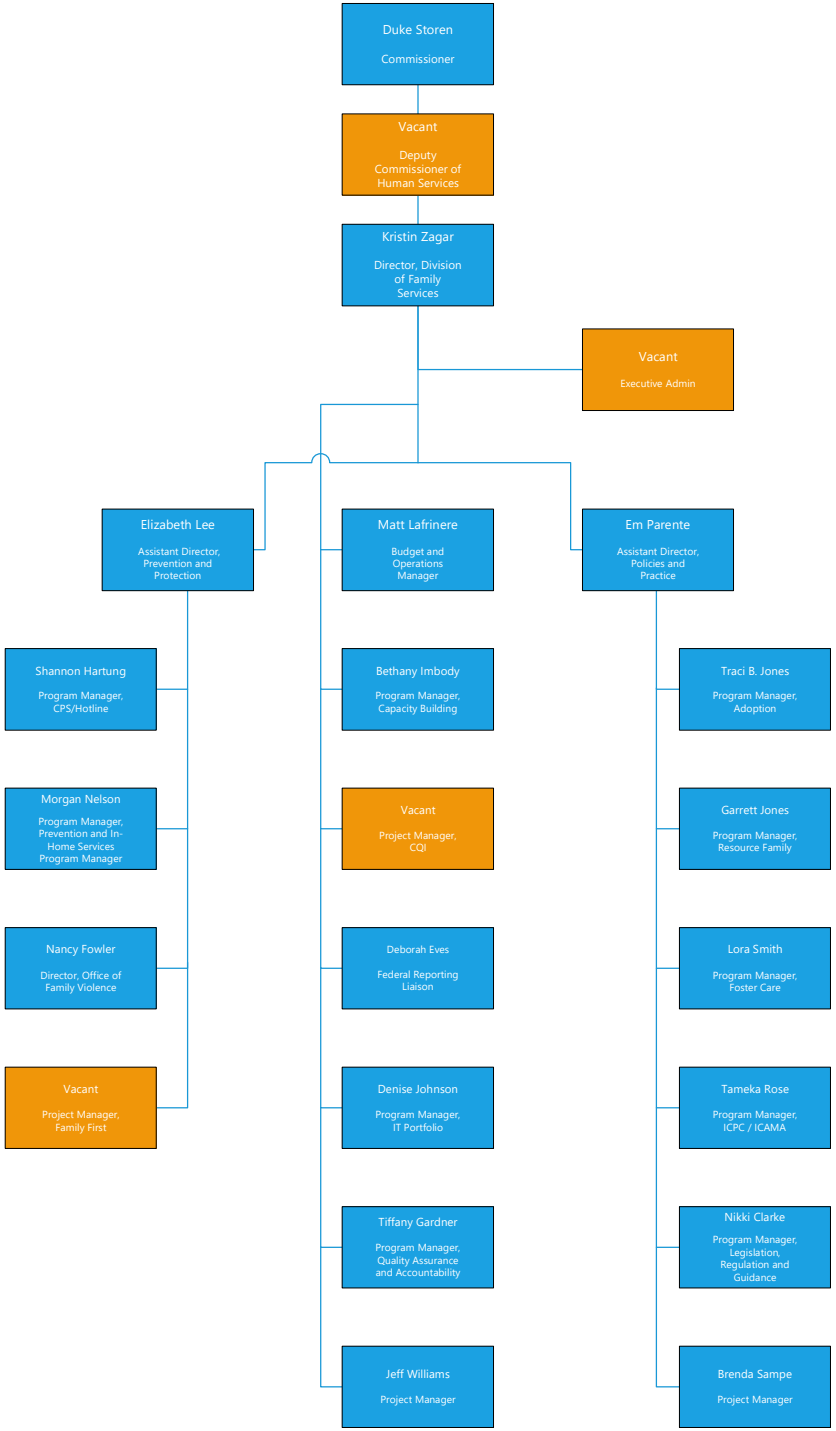
VIRGINIA DEPARTMENT OF SOCIAL SERVICES

Division of Child Support Enforcement



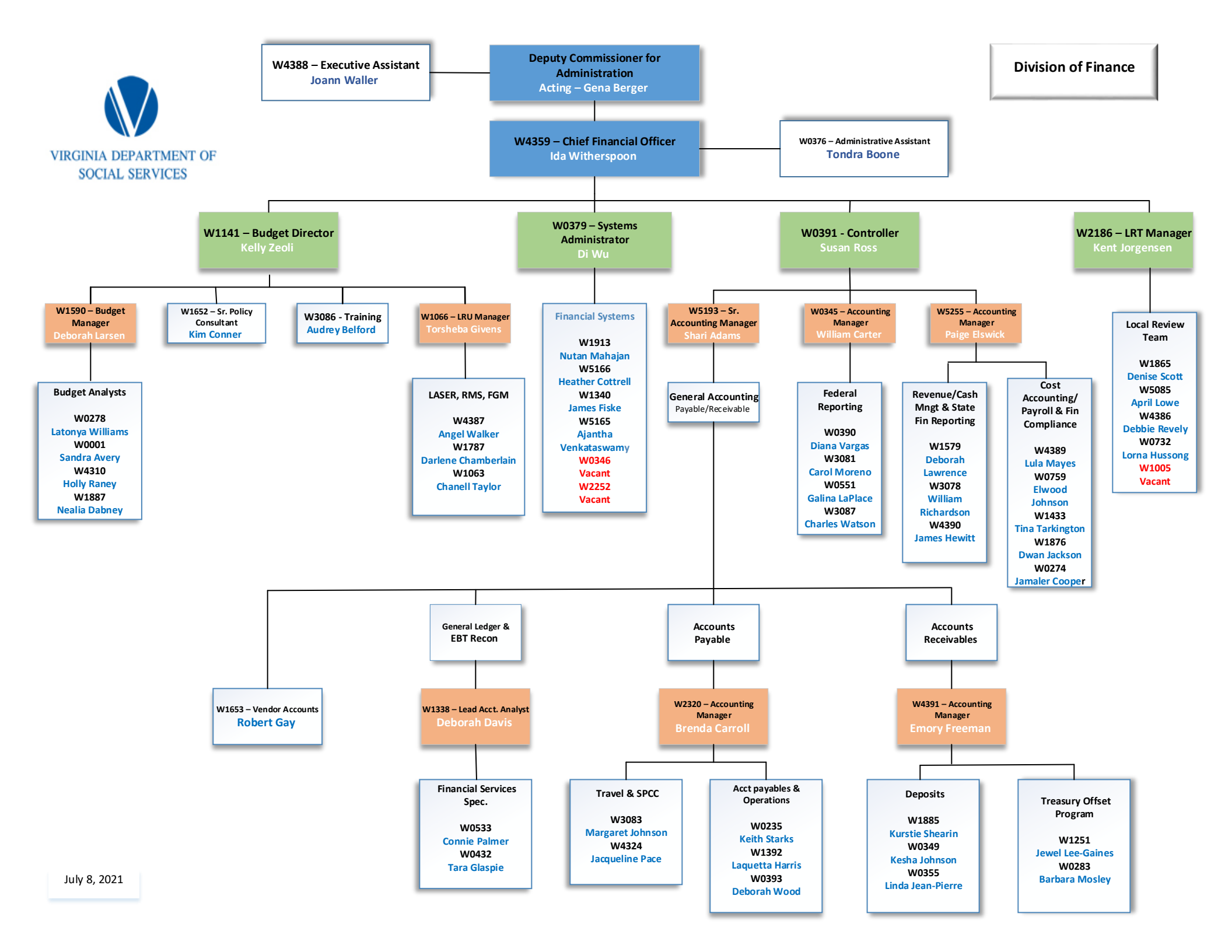
6/21/2021

Division of Family Services



VIRGINIA DEPARTMENT OF SOCIAL SERVICES
Division of Family Services

Updated 3/15/21


VIRGINIA DEPARTMENT OF SOCIAL SERVICES
Division of Finance
W4388 – Executive Assistant
Joann Waller
Deputy Commissioner for Administration
Acting – Gena Berger
W4359 – Chief Financial Officer
Ida Witherspoon
W0376 – Administrative Assistant
Tondra Boone
W1141 – Budget Director
Kelly Zeoli
W0379 – Systems Administrator
Di Wu
W0391 - Controller
Susan Ross
W2186 – LRT Manager
Kent Jorgensen
W1590 – Budget Manager
Deborah Larsen
W1652 – Sr. Policy Consultant
Kim Conner
W3086 - Training
Audrey Belford
W1066 – LRU Manager
Torsheba Givens
Financial Systems
W1913
Nutan Mahajan
W5166
Heather Cottrell
W1340
James Fiske
W5165
Ajantha Venkataswamy
W0346
Vacant
W2252
Vacant
W5193 – Sr. Accounting Manager
Shari Adams
W0345 – Accounting Manager
William Carter
W5255 – Accounting Manager
Paige Elswick
Local Review Team
W1865
Denise Scott
W5085
April Lowe
W4386
Debbie Revely
W0732
Lorna Hussong
W1005
Vacant
Budget Analysts
W0278
Latonya Williams
W0001
Sandra Avery
W4310
Holly Raney
W1887
Nealia Dabney
LASER, RMS, FGM
W4387
Angel Walker
W1787
Darlene Chamberlain
W1063
Chanell Taylor
General Accounting
Payable/Receivable
Federal Reporting
W0390
Diana Vargas
W3081
Carol Moreno
W0551
Galina LaPlace
W3087
Charles Watson
Revenue/Cash Mngt & State Fin Reporting
W1579
Deborah Lawrence
W3078
William Richardson
W4390
James Hewitt
Cost Accounting/ Payroll & Fin Compliance
W4389
Lula Mayes
W0759
Elwood Johnson
W1433
Tina Tarkington
W1876
Dwan Jackson
W0274
Jamaler Cooper
W1653 – Vendor Accounts
Robert Gay
General Ledger & EBT Recon
W1338 – Lead Acct. Analyst
Deborah Davis
Accounts Payable
W2320 – Accounting Manager
Brenda Carroll
Accounts Receivables
W4391 – Accounting Manager
Emory Freeman
Financial Services Spec.
W0533
Connie Palmer
W0432
Tara Glaspie
Travel & SPCC
W3083
Margaret Johnson
W4324
Jacqueline Pace
Acct payables & Operations
W0235
Keith Starks
W1392
Laquetta Harris
W0393
Deborah Wood
Deposits
W1885
Kurstie Shearin
W0349
Kesha Johnson
W0355
Linda Jean-Pierre
Treasury Offset Program
W1251
Jewel Lee-Gaines
W0283
Barbara Mosley
July 8, 2021

VIRGINIA DEPARTMENT OF SOCIAL SERVICES

Licensing Programs

DIVISION OF LICENSING PROGRAMS

Commissioner
S. Duke Storen

Deputy Commissioner of State Programs
Craig M. Burshem

Director
Tara L. Ragland

Division Operations Consultant
Marty Jo Quade

Associate Director, Senior
Policy & Legislative Services
Sharon Lindsay

Compliance and Provider Advocacy (CAPA)

Compliance Consultants
Kathy Petersen
Cheryl Morris

Policy and Data Consultant
Sherri Williams

Policy and Program Evaluation Consultant
Alisa Foley

Associate Director, Senior
Information Technology
Letitia Burrell

Salesforce Administrator
(VACANT)

Information Technology Consultant
Robert "Bob" Powers

Licensing Consultant, Sr./
DOLPHIN Administrator
Mary Eldredge
Licensing Consultant
Odetta Semple-Harris

Project Coordinator (CAI Contract)
(VACANT)

Scrum Master (CAI Contract)
(VACANT)

Operations Manager
(VACANT)

Operations Support Coordinator
Debra Reynolds

Program Support Tech/ Intake Analyst
Edwina Williams

Program Support Tech/ Compliance
Anthony Gregory

Division Support Coordinator
Sonya Dortch

Healthcare Resource Coordinator
(VACANT)

Nurse Consultants
Marina Sinyard
(VACANT)

Associate Director, Senior
Field Operations
Edward J. Richardson, Jr.
Region 1, Region 2

Field Support Program Consultant
Sharon Stroble ALFs

Licensing Administrator, Sr.
(Regions 1, 2)

Licensing Administrators

Region 1 (Eastern, Peninsula)
Kindra Jennings
Ivy Burnham

Region 2 (Central)
Leigh Burke
Robin Ely

Licensing Inspectors

Region 1 (Eastern, Peninsula)
7 positions
(see page 2)

Region 2 (Central)
15 positions
(see page 2)

Program Support Techs

Region 1 (Eastern, Peninsula)
Paulette Newsome

Region 2 (Central)
DeVallere Ford
Lafond Massie

Associate Director, Senior
Field Operations
Jamie Sipe
Region 3, Region 4

Field Suppt Program Consultants
Cindy Carneal Heflin
FOIA/ADCC
Tammy Trestrail
Child Welfare

Licensing Administrator, Sr.
(Regions 3, 4)

Licensing Administrators

Region 3 (Ffx, Northern, Valley)
Nancy Hunter

Region 4 (Piedmont, Western)
Michele Pennings

Licensing Inspectors

Region 3 (Ffx, Northern, Valley)
10 Positions (see page 2)

Region 4 (Piedmont, Western)
6 Positions (see page 2)

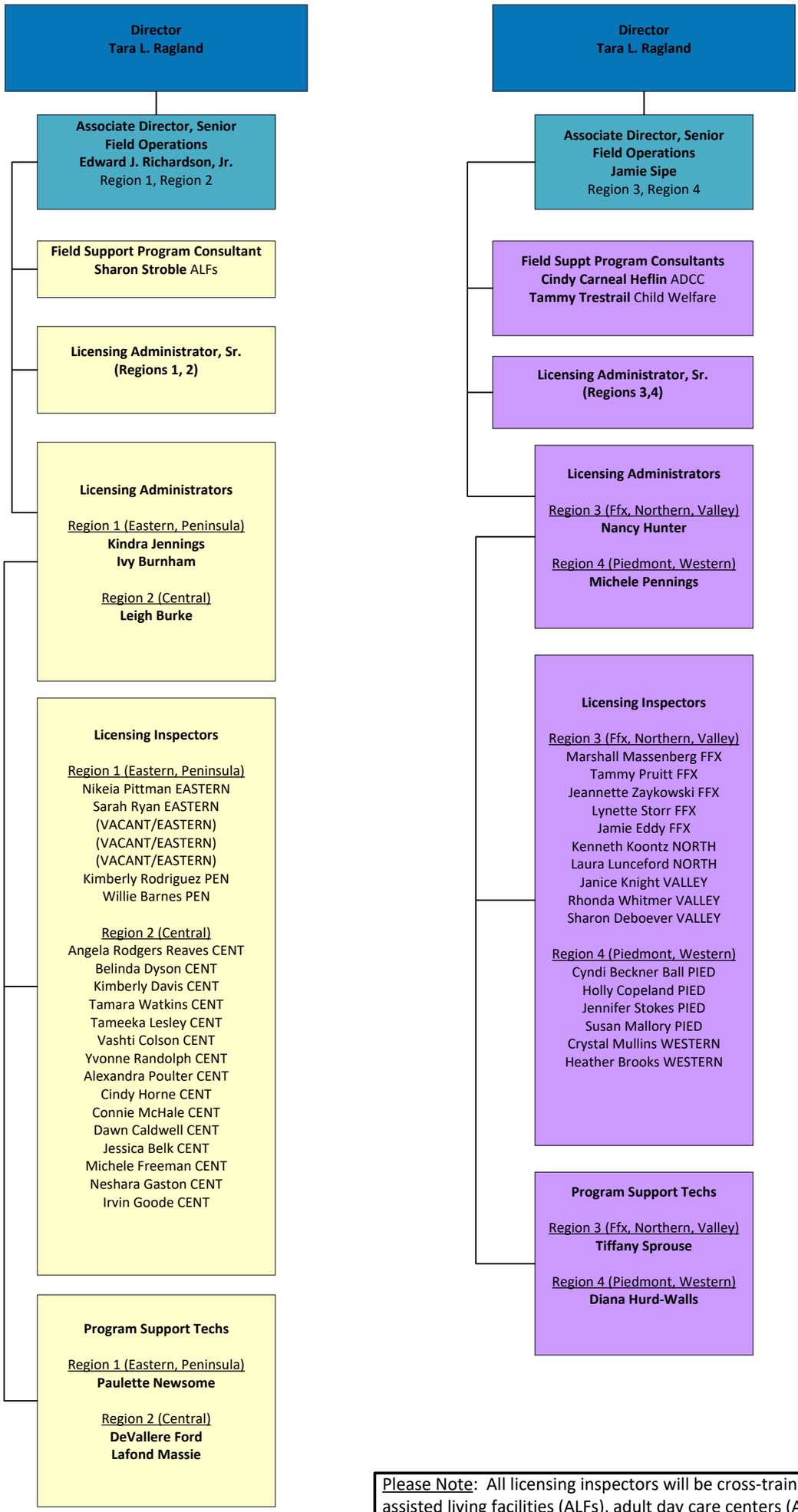
Program Support Techs

Region 3 (Ffx, Northern, Valley)
Tiffany Sprouse

Region 4 (Piedmont, Western)
Diana Hurd-Walls

Division of Licensing Programs
Organizational Chart effective July 1, 2021
rev. 07/02/2021 MJQ

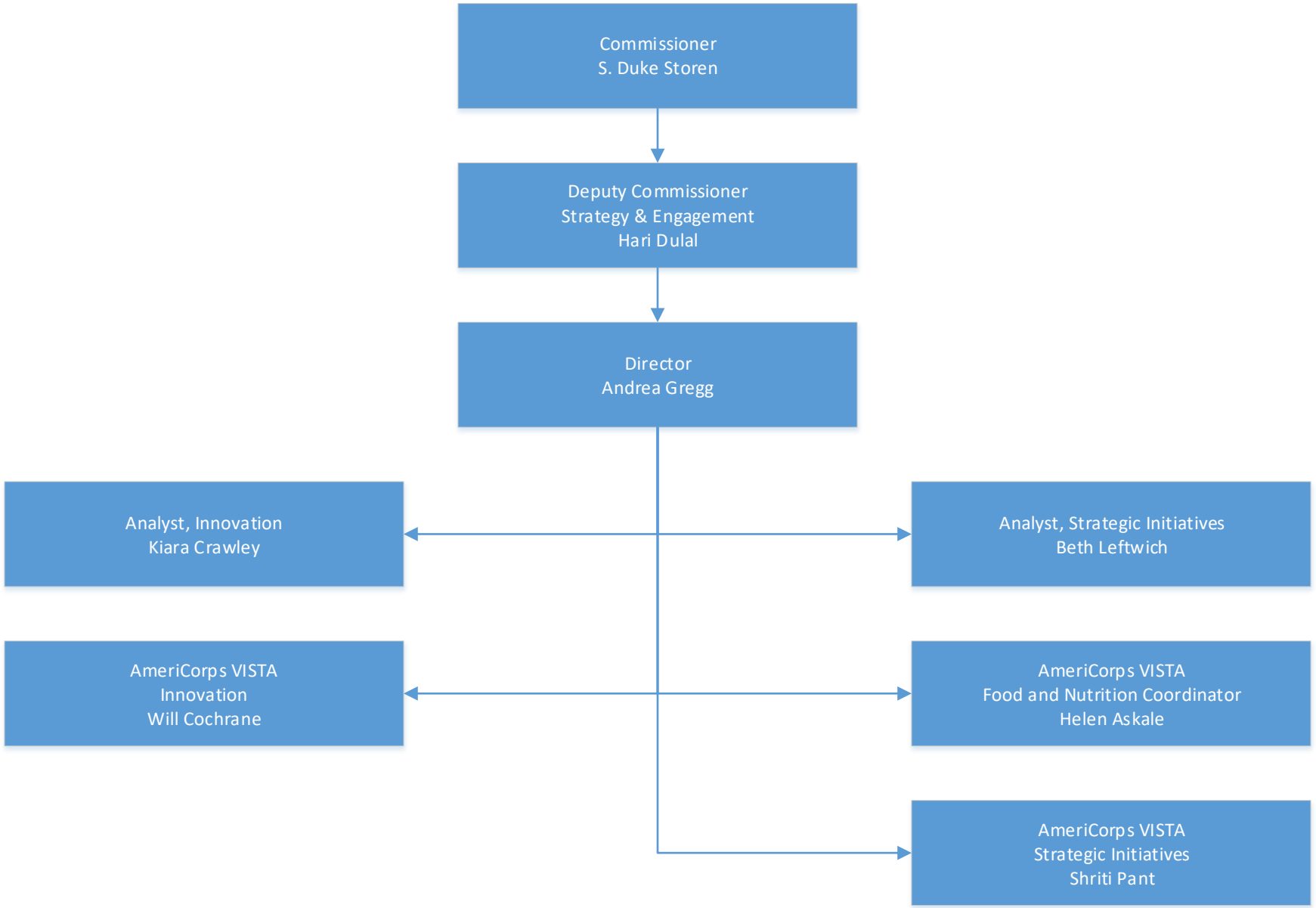
DIVISION OF LICENSING PROGRAMS
Field Operations



Please Note: All licensing inspectors will be cross-trained in assisted living facilities (ALFs), adult day care centers (ADCC), and child welfare programs.

VIRGINIA DEPARTMENT OF
SOCIAL SERVICES

Office of Innovation & Strategic Initiatives (OISI)



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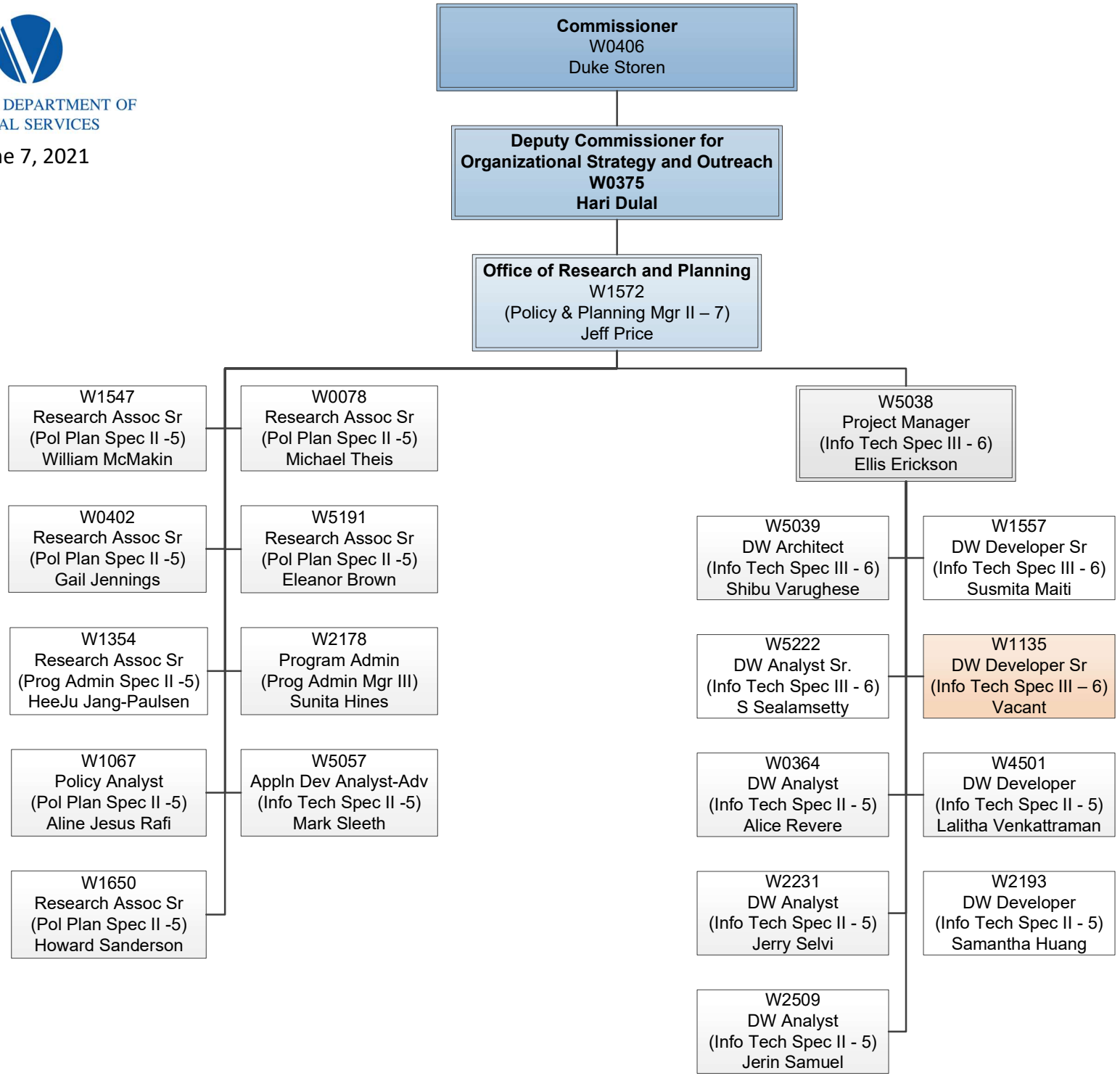
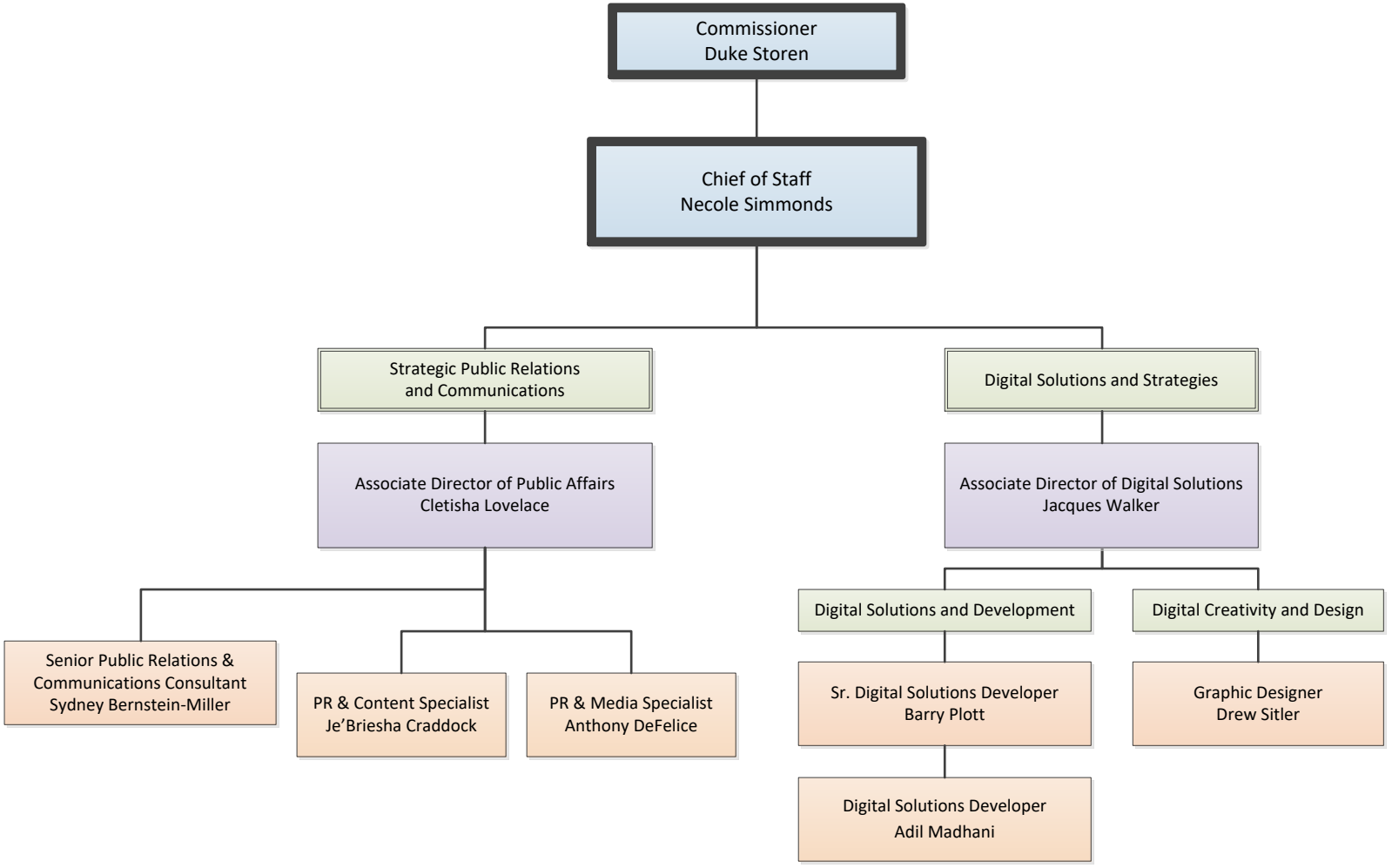
VIRGINIA DEPARTMENT OF SOCIAL SERVICES

June 7, 2021



VIRGINIA DEPARTMENT OF SOCIAL SERVICES

PUBLIC AFFAIRS



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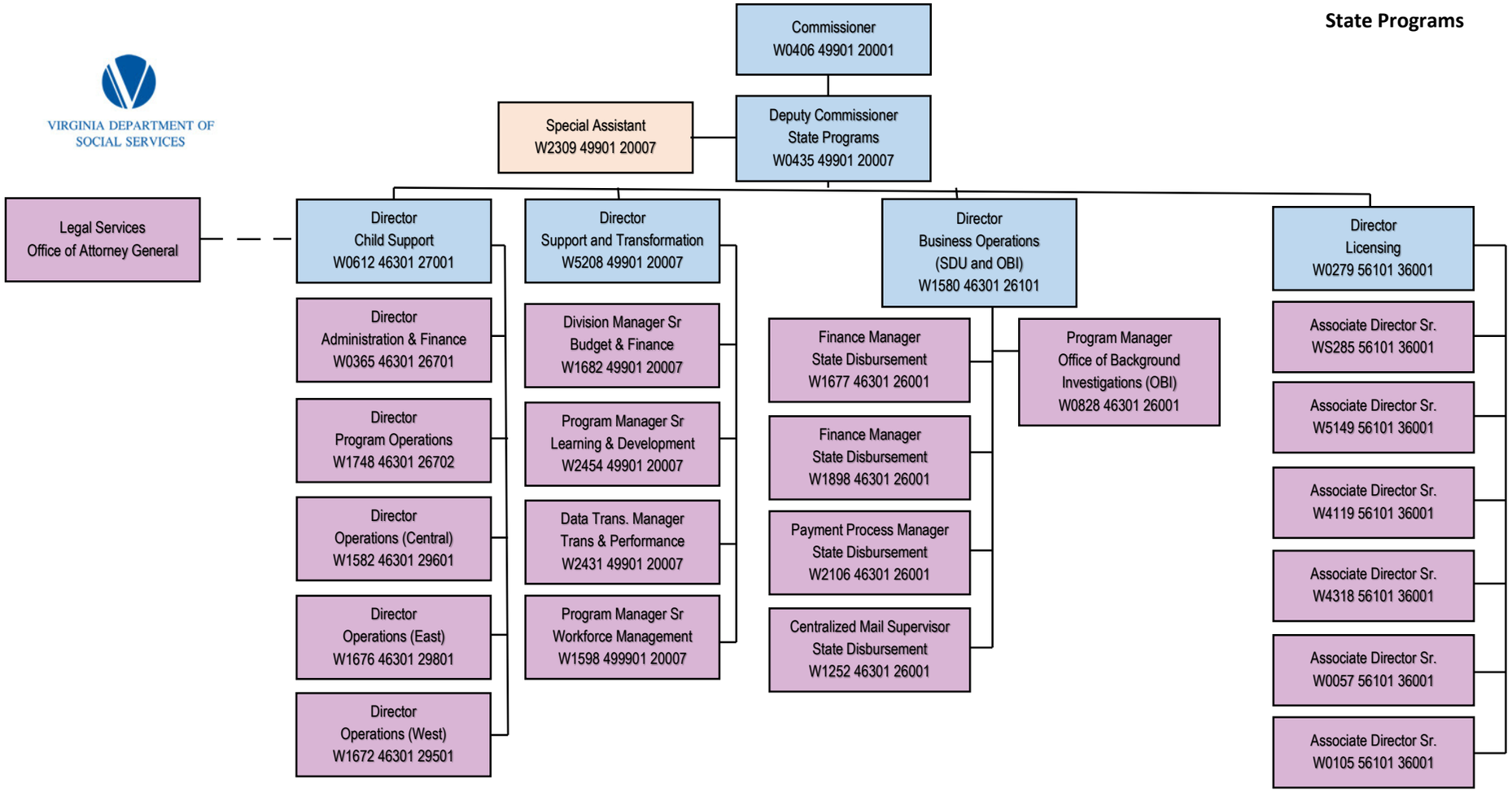
VIRGINIA DEPARTMENT OF SOCIAL SERVICES

State Programs



6/21/2021

Revised 7/6/21

VIRGINIA DEPARTMENT OF SOCIAL SERVICES

WDS Workforce Development and Support

Duke Storen
Commssioner

Kristin Zagar
Human Services
Deputy Commissioner

Susan Mongold
W5272
Director

Judy Gundy
W4360 – 6Q1
Program Manager

Brenda Clarke
P0180
Admin Assistant

Darlene Wade
Contractor
Program Support Tech

Robert Cottrell
W5271 – 5Q2
Logistics & Eval Supervisor

Maya Harpster
W5261 – 3Q2
Training Assistant

Marian Kempson
W5264 – 3Q2
Training Assistant

Karen Smith
W5262 – 3Q2
Training Assistant

Rhonda Varner
W5263 – 3Q2
Training Assistant

John Hein
W5269 – 5Q2
Elearning Supervisor

Paul Huizinga
W5267 – 5Q1
Family Services Developer

Lori Jones
W1490 – 5Q1
Benefits Program Developer

Monica Moore
W5274 – 5Q1
Benefits Program Developer

Vacant
W1498-5Q1
Family Services Developer

Lisa Parks
W5270 – 5Q2
Curriculum Dev Supervisor

Tabitha Criner
W1636 – 5Q1
Family Services Developer

Chasity Fitzpatrick
W5268 – 5Q1
Family Services Developer

Iteisha James-Crenshaw
W1499 – 5Q1
Benefts/Child Care Developer

Karen Jarnagin
W5277 – 5Q1
Benefits Program Developer

Crystal Lipscombe
W2470 – 5Q1
Family Services Developer

Morningstar Misa
W2494 – 5Q1
Benefits Program Developer

Lisa Wall
W1491 – 5Q2
Training Delivery Supervisor

Benefits / Child Care Trainers

Melissa Gibson
W5275 – 5Q1
Trainer

Alonda Gregory
P0190
Trainer

Tammie Havens
P0189
Trainer

Bobbi Hossainian
W2493 – 5Q1
Trainer

Natalie Jay-Short
W5273 – 5Q1
Trainer

E Michelle Woolfolk
W5276 – 5Q1
Trainer

Shajuan Walker
P0186 – 5Q1
Trainer

Family Services Trainers

Carol Baskerville
P0178
Trainer

Samantha Chillios
P0175
Trainer

Brenda Garnett
P0179
Trainer

Claudette Henderson
P0176
Trainer

Donna Lewter
P0177
Trainer

Kirsten Parker- Smith
P0166
Trainer

Martha Stewart
P0174
Trainer

Vacant
P0164
Trainer

Vacant
P0170
Trainer

Angela Berry
P0171
Trainer

Marlene Freedman
P0167
Trainer

Kimberly Gossett
P0041
Trainer

Diane Holland
P0168
Trainer

Michael Metz
P0165
Trainer

Christina Smith
P0173
Trainer

Barbara Wright
P0172
Trainer

Vacant
P0169
Trainer

2021 VDSS Positions
Division: Application Development

Salaried Positions

Position Role Name	Work Title
Info Technology Manager I	Application Development Mgr
Info Technology Specialist III	Application Architect
Info Technology Specialist III	Application Dev Analyst
Info Technology Specialist III	Application Dev Analyst-Expert
Info Technology Specialist III	Power Builder Dev
Info Technology Specialist III	Systems Analyst Advanced
Info Technology Specialist III	Web Appl Devel Analyst
Info Technology Specialist IV	Technical Program Manager Sr

number of positions	
1	
2	
1	
1	
1	
2	
16	
1	
25	**Total**

2021 VDSS Positions
Division: Benefit Programs

Salaried Positions

Position Role Name	Work Title	number of positions
Admin and Office Spec III	Customer Svc Rep Sr	1
Admin and Office Spec III	Program Support Technician	2
Financial Services Manager II	Accounting Manager Sr	1
Financial Services Spec I	Accountant II	1
Financial Services Spec II	Financial Analyst Sr	2
Gen Admin Manager III	Division Director Sr	2
Gen Admin Supv I/Coord I	Administrative Staff Assistant	3
Gen Admin Supv I/Coord I	Administrative Staff Spec	2
Gen Admin Supv I/Coord I	EAP Vendor Services Specialist	1
Gen Admin Supv I/Coord I	Vendor Services Specialist	2
Gen Admin Supv II/Coord II	Admin Services Manager	1
Gen Admin Supv II/Coord II	Vendor Services Supervisor	1
Info Technology Specialist II	Business Analyst	2
Info Technology Specialist III	Program Manager	1
Policy Planning Spec II	Program Eval Monitoring Coord	1
Prog Admin Manager III	Associate Director Sr	3
Prog Admin Manager III	Business Project Manager	1
Prog Admin Manager III	Program Manager	5
Prog Admin Manager III	Workforce Services Manager	1
Prog Admin Specialist I	Program Coordinator	1
Prog Admin Specialist II	Business Operations Specialist	4
Prog Admin Specialist II	Program Consultant	4
Prog Admin Specialist II	Program Consultant Sr	21
Prog Admin Specialist II	Program Specialist	3
Prog Admin Specialist II	Program Supervisor	1
Prog Admin Specialist II	Quality Assurance Coordinator	1
Prog Admin Specialist II	Vendor Relations Supervisor	1

Wage Positions

Position Role Name	Work Title	number of positions
Admin and Office Spec III	Program Assistant	1
Admin and Office Spec III	Program Support Technician	3
Policy Planning Spec III	Policy Planning Spec III	1
Prog Admin Specialist I	Food Stamp Case Reader	1
Prog Admin Specialist I	Program Practitioner	1
Prog Admin Specialist I	Program Specialist I	13
Prog Admin Specialist II	Program Consultant Senior	1
Prog Admin Specialist II	Program Consultant Sr	1
Prog Admin Specialist II	Program Eval Monitoring Anlyst	2
Prog Admin Specialist II	SNAP Case Reader	4
Prog Admin Specialist II	SNAP EBT Administrator	1
Prog Admin Specialist II	SNAP Mgmt Evaluation Reviewer	4

2021 VDSS Positions
Division: Child Support Enforcement

Salaried Positions

Position Role Name	Work Title	number of positions
Admin and Office Spec III	Administrative Assistant Sr	4
Admin and Office Spec III	Centralized Mail Specialist	3
Admin and Office Spec III	Fiscal Technician	41
Admin and Office Spec III	Fiscal Technician Sr	9
Admin and Office Spec III	Payment Processing Specialist	8
Admin and Office Spec III	Program Assistant	1
Admin and Office Spec III	program support technician	1
Admin and Office Spec III	Program Support Technician	88
Assistant Attorney General-I	Assistant Attorney General I	3
Assistant Attorney General-II	Assistant Attorney General II	6
Assistant Attorney General-II	Special Counsel I	1
Assistant Attorney General-III	Assistant Attorney General II	3
Assistant Attorney General-III	Assistant Attorney General III	16
Assistant Attorney General-III	Special Counsel III	1
Financial Services Manager I	Finance Manager	2
Financial Services Manager I	Payment Processing Manager	1
Financial Services Manager III	Dir of State Disbursement & BI	1
Financial Services Spec I	EFT Supervisor	2
Financial Services Spec I	Financial Services Tech Sr	10
Financial Services Spec II	Accountant Sr	5
Financial Services Spec II	Financial Ops Supervisor	1
Financial Services Spec II	Payment Processing Supervisor	2
Financial Services Spec II	Sr. Financial Comp. Analyst	1
Gen Admin Manager III	Director of Admin & Finance	1
Gen Admin Manager III	Director of Operations	3
Gen Admin Manager III	Director of Program Operations	1
Gen Admin Manager III	Division Director Senior	1
Gen Admin Manager IV	Deputy Comm State Programs	1
Gen Admin Supv I/Coord I	Admin Staff Spec	1
Gen Admin Supv I/Coord I	Administrative Staff Assistant	9
Gen Admin Supv I/Coord I	Administrative Staff Spec	13
Gen Admin Supv I/Coord I	Administrative Support Spec	1
Gen Admin Supv I/Coord I	Consumer Response Lead Worker	1
Gen Admin Supv I/Coord I	Legal Assistant	1
Gen Admin Supv I/Coord I	Regional Executive Assistant	3
Gen Admin Supv II/Coord II	Centralized Mail Supervisor	1
Gen Admin Supv II/Coord II	Executive Assistant	2
Policy And Planning Manager II	Division Manager Sr	1
Policy Planning Spec II	Program Eval Monitoring Anlyst	1
Prog Admin Manager II	DCSE HR Program Supervisor	1
Prog Admin Manager III	Business Project Manager	1
Prog Admin Manager III	District Administrator	2
Prog Admin Manager III	District Manager	15

Prog Admin Manager III	Division Comm Initiatives Mgr	1
Prog Admin Manager III	Division Manager Sr	1
Prog Admin Manager III	Program Manager	2
Prog Admin Manager III	Program Manager Sr	2
Prog Admin Specialist I	Intergovernmental QA Spec	1
Prog Admin Specialist I	Intergovernmental Spec Sr	1
Prog Admin Specialist I	Intergovernmental Specialist	5
Prog Admin Specialist I	Program Specialist Mgmt Svcs	1
Prog Admin Specialist I	Support Enforcement Spec	1
Prog Admin Specialist I	Support Enforcement Spec- ICMP	1
Prog Admin Specialist I	Support Enforcement Spec Sr	89
Prog Admin Specialist I	Support Enforcement Spec Sr.	1
Prog Admin Specialist I	support enforcement specialist	1
Prog Admin Specialist I	Support Enforcement Specialist	412
Prog Admin Specialist II	Central Registry Supervisor	1
Prog Admin Specialist II	Field Supervisor	72
Prog Admin Specialist II	Policy Program Consultant	8
Prog Admin Specialist II	Program Communications Coord	1
Prog Admin Specialist II	Program Consultant Sr	8
Prog Admin Specialist II	Program Contract Administrator	3
Prog Admin Specialist II	Program Contract Specialist	1
Prog Admin Specialist II	Program Coordinator Sr	4
Prog Admin Specialist II	Program Eval Monitoring Anlyst	9
Prog Admin Specialist II	Quality Assurance Specialist	9
Prog Admin Specialist II	Training Consultant	3
Prog Admin Specialist III	Grants & Init Consultant Sr	1
Prog Admin Specialist III	Product Owner	3
Prog Admin Specialist III	Program Budget Consultant Sr	1
Prog Admin Specialist III	Program Policy Consultant Sr	1
Prog Admin Specialist III	Security Compliance Analyst Sr	1
Senior Special Counsel I	Senior Asst Attorney General I	4
Sr Asst Attorney General I-DSS	Assistant Attorney General III	1
Sr Asst Attorney General I-DSS	Senior Special Counsel II	1
Sr Asst Attorney General I-DSS	Sr AAG & Regl Dir of Legal Ops	1
Sr Asst Attorney General I-DSS	Sr Asst Attorney General II	3
Sr Asst Attorney General I-DSS	Sr. Asst Attorney General I	1
Sr Asst Attorney General II	Regional Sr Special Counsel II	1
Sr Asst Attorney General II	Sr Asst Atty General& Director	1
Trainer and Instructor III	Instructional Designer	3
Training & Instruction Mgr I	Training Supervisor	1

Wage Positions

Position Role Name	Work Title	number of positions
Intern	Case Management Assistant	1

933 **Total**

2021 VDSS Positions
Division: Commissioner's Office

Salaried Positions

Position Role Name	Work Title	number of positions
Assistant Attorney General-III	Assistant Attorney General III	1
Audit Services Manager III	Division Director Sr	1
Chief Deputy	Chief Deputy Commissioner	1
Director of Social Services	Commissioner	1
Gen Admin Manager III	Assist Deputy Human Services	1
Gen Admin Manager IV	Chief Administrative Officer	1
Gen Admin Manager IV	Deputy Human Services	1
Gen Admin Manager IV	Deputy Strategy	1
Gen Admin Manager IV	General Admin Manager IV	1
Gen Admin Supv II/Coord II	Executive Assistant	4
Policy Planning Spec III	Business Proc Reengin Consult	1
Prog Admin Specialist III	Program Lead	1
		15 **Total**

Division: Community & Volunteer Services

Salaried Positions

Position Role Name	Work Title	number of positions
Admin and Office Spec III	Administrative Assistant Sr	1
Admin and Office Spec III	Program Support Technician	1
Gen Admin Manager III	Division Director Sr	1
Gen Admin Supv I/Coord I	Administrative Staff Assistant	1
Gen Admin Supv I/Coord I	Administrative Staff Spec	1
Policy Planning Spec III	Project Manager	1
Prog Admin Manager II	Program Manager AmeriCorp	1
Prog Admin Manager III	Associate Director Sr	2
Prog Admin Manager III	Program Manager	1
Prog Admin Specialist II	Budget Analyst Sr	1
Prog Admin Specialist II	Program Consultant Sr	13

Wage Positions

Position Role Name	Work Title	number of positions
Policy Planning Spec I	Program Data Analyst	1
Policy Planning Spec II	Research Associate Sr	1
PR & Mktg Spec IV	Community & Outreach Coord	1
Prog Admin Specialist I	AmeriCorps Monitor & Comp S	1
Prog Admin Specialist I	Program Specialist	1
Prog Admin Specialist II	AmeriCorp Data Rev QA Coord	1
Prog Admin Specialist II	AmeriCorp Dis Read Resp Coor	1

31 **Total**

2021 VDSS Positions
Division: Compliance

Salaried Positions

Position Role Name	Work Title	number of positions
Admin and Office Spec III	Program Support Technician	4
Gen Admin Supv I/Coord I	Administrative Staff Assistant	1
Gen Admin Supv I/Coord I	Office Manager	1
Hearing Legal Servcs Mgr III	Division Director	1
Hearing Legal Servcs Offcr II	Hearings Officer	8
Hearing Legal Servcs Offcr III	Hearings Officer Sr	5
Policy Planning Spec I	Statistical Analyst	1
Prog Admin Specialist I	Quality Assurance Analyst	22
Prog Admin Specialist II	Field Supervisor	4
Prog Admin Specialist II	Program Consultant Sr	2
Prog Admin Specialist II	Program Specialist	1
Prog Admin Specialist II	Quality Assurance Specialist	3
Prog Admin Specialist II	Quality Assurance Supervisor	1
Prog Admin Specialist II	Subrecipnt Monitor FOIA Coord	1
Prog Admin Specialist III	Program Manager	1

Wage Positions

Position Role Name	Work Title	number of positions
Admin and Office Spec III	Program Support Technician	1
Policy Planning Spec I	Assistant Statistical Analyst	1

58 **Total**

2021 VDSS Positions

Division: Deputy Chief Information Officer's Offi

Salaried Positions

Role	Work Title	Number of Positions
Info Technology Manager I	Chief Enterprise Architect	1
Info Technology Manager I	Deputy CIO	1
Info Technology Specialist	Business Analyst	1
Info Technology Specialist	Power Builder Dev	2
Info Technology Specialist	Application Architect	1
Info Technology Specialist	Enterprise IT Architect	2
Info Technology Specialist	Project Manager	2
Info Technology Specialist	Scrum Master	2
Info Technology Specialist	Systems Analyst Advanced	2

2021 VDSS Positions

Division: Deputy Commisioner Technology's Offi

Salaried Positions

Role	Work Title	number of positions
Gen Admin Manager II	IT Administration Director	1
Gen Admin Supv I/Coord I	Administrative Staff Spec	1
Info Technology Specialist II	IT Inventory Control Coord	2
Info Technology Specialist III	IT Compliance Analyst	1
Info Technology Specialist III	Project Management Associate	1

Wage Positions

Role	Work Title	number of positions
Admin and Office Spec III	Office Services Specialist	1

2021 VDSS Positions
Division: Enterprise Business Solutions

Salaried Positions

Position Role Name	Work Title	number of positions
Info Technology Manager II	EBS Director	1
Info Technology Specialist II	Business Analyst	29
Info Technology Specialist III	Business Analysis Office Mgr	1
Info Technology Specialist III	Business Planner	5
Info Technology Specialist III	PMO Manager	1
Info Technology Specialist III	Project Management Associate	1
Info Technology Specialist III	Project Manager	13
Info Technology Specialist III	Project Mgmt Office Supv	1
Info Technology Specialist III	Systems Analyst Advanced	1
Info Technology Specialist III	Web Appl Devel Analyst	1

Wage Positions

Position Role Name	Work Title	number of positions
Info Technology Specialist III	Project Manager	1
Info Technology Specialist III	Systems Analyst-Advanced	1

56 **Total**

2021 VDSS Positions
Division: Family Services

Salaried Positions

Position Role Name	Work Title	number of positions
Admin and Office Spec III	Administrative Assistant Sr	3
Gen Admin Manager II	Budget and Operations Manager	1
Gen Admin Manager III	Division Director Sr	1
Gen Admin Supv I/Coord I	Admin Staff Spec	1
Gen Admin Supv I/Coord I	Administrative Staff Assistant	1
Gen Admin Supv I/Coord I	Administrative Staff Spec	1
Info Technology Specialist II	Business Analyst	3
Info Technology Specialist III	Project Management Associate	1
Physician Manager I	Director of FC Health & Safety	1
Policy Planning Manager III	Human Svcs Regulatory Coord	1
Policy Planning Spec II	Child Fatality Specialist	1
Policy Planning Spec II	Link Sys Care Proj Specialist	1
Policy Planning Spec II	Permanency Data Analyst	2
Policy Planning Spec II	Program Eval Monitoring Coord	1
Policy Planning Spec II	Program Supervisor	2
Policy Planning Spec II	Protection Data Analyst	1
Policy Planning Spec IV	Data Manager	1
PR & Mktg Spec V	Virginia Fosters Campaign Dir	1
Procurement Officer I	Procurement Specialist	1
Prog Admin Manager III	Assistant Division Director Sr	2
Prog Admin Manager III	Family Recruitment Program Mgr	1
Prog Admin Manager III	FS Capacity Build Proj Mgr	1
Prog Admin Manager III	Program Manager Sr	8
Prog Admin Specialist I	Project Coordinator	1
Prog Admin Specialist II	Adoption Compliance Consult Sr	5
Prog Admin Specialist II	Change Management Specialist	4
Prog Admin Specialist II	Domestic Violence Program Spec	2
Prog Admin Specialist II	Hotline ProtectSvcs Shift Supv	2
Prog Admin Specialist II	Program Consultant	1
Prog Admin Specialist II	Program Consultant Sr	22
Prog Admin Specialist II	Program Specialist	24
Prog Admin Specialist II	Program Supervisor	4
Prog Admin Specialist II	Protective Srvs Hotline Spec	13
Prog Admin Specialist III	FS Project Manager	1
Prog Admin Specialist III	Prog Dev Consultant Senior	1
Prog Admin Specialist III	Prog Dev Consultant Sr	1
Prog Admin Specialist III	Program Lead	1
Prog Admin Specialist III	Project Management Associate	1
Prog Admin Specialist III	Project Manager	1
Prog Admin Specialist III	Project Manager SFI	1
Prog Admin Specialist III	Strategic Consultant Sr	5
Trainer and Instructor III	Technical Training Supervisor	1
Trainer and Instructor III	Trainer	2

Wage Positions

Position Role Name	Work Title	number of positions
Gen Admin Supv I/Coord I	Operational Support Spec. Sr.	1
Prog Admin Specialist I	Planning Specialist	1
Prog Admin Specialist I		1
Prog Admin Specialist II	COMPASS Contr Fin Consult Sr	1
Prog Admin Specialist II	Program Consultant Sr	3
Prog Admin Specialist II	Program Specialist	5
Prog Admin Specialist II	Protective Srvs Hotline Spec	14

2021 VDSS Positions
Division: Finance

Salaried Positions

Position Role Name	Work Title	number of positions
Admin and Office Spec III	Fiscal Technician Sr	1
Financial Services Manager I	Accounting Manager	2
Financial Services Manager II	Accounting Manager Sr	3
Financial Services Manager II	Budget Manager	1
Financial Services Manager II	Division Manager Sr	1
Financial Services Manager II	Local Reimbursement Mgr	1
Financial Services Manager III	Chief Financial Officer	1
Financial Services Manager III	Controller	1
Financial Services Manager III	Division Director	1
Financial Services Spec I	Accountant II	1
Financial Services Spec I	Financial Services Tech Sr	3
Financial Services Spec II	Accountant Sr	9
Financial Services Spec II	Cost Allocation Processor	1
Financial Services Spec II	Financial Analyst Sr	5
Financial Services Spec II	Lead Accounting Analyst	2
Financial Services Spec II	Lead Mgmt Analyst	1
Financial Services Spec II	Payroll Accountant Senior	1
Financial Services Spec II	Sr Fin Compliance Analyst	5
Financial Services Spec III	Financial Policy Consultant Sr	1
Gen Admin Supv I/Coord I	Administrative Staff Spec	1
Info Technology Manager I	Systems Administrator Expert	1
Info Technology Specialist II	Systems Analyst Entry	2
Info Technology Specialist III	Systems Analyst Advanced	1
Info Technology Specialist III	Systems Analyst Intermediate	3
Policy Planning Spec II	Financial Analyst Sr	2
Policy Planning Spec II	Grants Analyst	4
Policy Planning Spec II	Management Analyst Sr	3
Trainer and Instructor III	Training Consultant	1

Wage Positions

Position Role Name	Work Title	number of positions
Info Technology Specialist III	Systems Analyst Intermediate	1

2021 VDSS Positions
Division: General Services

Salaried Positions

Position Role Name	Work Title	number of positions
Admin and Office Spec III	Mailroom Clerk Lead	1
Admin and Office Spec III	Mailroom Postal Tech	2
Financial Services Spec I	Fiscal Technician Sr	1
Gen Admin Manager III	Division Director	1
Gen Admin Supv I/Coord I	Parking & Transportation Spec	1
Lnd Acq & Prop Mgmt Agent II	Property Facility Coordinator	1
Lnd Acq & Prop Mgmt Manager I	Property Facilities Manager	1
Policy Planning Spec II	Emergency Prep Planner Shelter	1
Policy Planning Spec III	State Shelter Coordinator	1
Printing Technician III	Printing Specialist	1
Procurement Manager III	Purchasing Manager	1
Procurement Officer I	Procurement Specialist	2
Procurement Officer II	Procurement Contract Officer	1
Procurement Officer III	Sr IT Procurement Officer	1
Procurement Officer III	Sr Procurement Officer	6
Procurement Officer III	Sr Procurement Supervisor	1
Prog Admin Manager III	Emergency Manager	1
Prog Admin Specialist II	Emergency Workforce Coord	1
Prog Admin Specialist III	Emergency Mgmt Planner Sr	1
Store & Warehouse Spec III	Receiving Specialist	1
Trainer and Instructor III	Training Development Spec	2

2021 VDSS Positions
Division: Infrastructure Operations

Salaried Positions

Position Role Name	Work Title	number of positions
Info Technology Manager I	IT Asset Manager	1
Info Technology Manager II	Cloud Application Dev Dir	1
Info Technology Manager II	Cloud Infrastructure Ops Dir	1
Info Technology Specialist I	Customer Support Cntr Tech	4
Info Technology Specialist I	Service Desk Technician	2
Info Technology Specialist II	Business Analyst Entry	2
Info Technology Specialist II	Customer Support Cntr Suprvisr	1
Info Technology Specialist II	Data Control Coordinator	2
Info Technology Specialist II	IT Inventory Control Coord	3
Info Technology Specialist III	Application Dvelper Integrator	2
Info Technology Specialist III	Database Administrator	4
Info Technology Specialist III	Database Administrator Expert	3
Info Technology Specialist III	NOSC Manager	1
Info Technology Specialist III	Operations Manager	1
Info Technology Specialist III	System Admin Bld Release LDAP	1
Info Technology Specialist III	Systems Administrator	3
Info Technology Specialist III	Systems Administrator Advance	1
Info Technology Specialist III	Systems Analyst	3
Info Technology Specialist III	Systems Analyst Advanced	1
Info Technology Specialist III	Technical Operations Manager	1
Info Technology Specialist III	Technical Supervisor	2
Info Technology Specialist III	Web Appl Devel Analyst	2
Info Technology Specialist III	WebSphere LDAP Admin	1

Wage Positions

Position Role Name	Work Title	number of positions
Info Technology Specialist II	Business Analyst Entry	4
Info Technology Specialist II	Quality Engineering Consult	2

49 **Total**

2021 VDSS Positions
Division: Innovation & Strategic Initiatives

Salaried Positions

Position Role Name	Work Title	number of positions
Gen Admin Manager III	Dir of Innovation & Strat Init	1
Policy Planning Spec III	Innovation Specialist	1
Prog Admin Specialist II	Program Analyst Innovation	1
Prog Admin Specialist II	Program Analyst Strat Init	1

2021 VDSS Positions
Division: Information Security/Risk Management

Salaried Positions

Position Role Name	Work Title	number of positions
Audit Services Manager II	Internal Audit Manager Sr	1
Financial Services Spec III	Business Risk Analyst Sr	1
Info Technology Specialist II	Security Analyst	6
Info Technology Specialist III	Assistant Division Director	1
Info Technology Specialist III	Asst. Division Dir	1
Info Technology Specialist III	Info Security Analyst Sr	2
Info Technology Specialist III	IT Risk Manager	1
Info Technology Specialist IV	Division Director	1
Policy Planning Spec III	Emergency Planner COOP	1

Wage Positions

Position Role Name	Work Title	number of positions
Info Technology Specialist II	Data Control Coordinator	1

: **(ISRM)**

2021 VDSS Positions
Division: Licensing

Salaried Positions

Position Role Name	Work Title	number of positions
Admin and Office Spec III	Administrative Assistant sr	1
Admin and Office Spec III	Administrative Assistant Sr	25
Admin and Office Spec III	Program Support Technician	7
Gen Admin Manager I	Office Backgrnd Invest Manager	1
Gen Admin Manager II	Associate Director Sr	1
Gen Admin Manager III	Division Director Sr	1
Gen Admin Supv I/Coord I	Administrative Staff Spec	4
Gen Admin Supv I/Coord I	Program Support Technician Sr	2
Info Technology Specialist II	Dolphin Systems Administrator	1
Prog Admin Manager III	Associate Director Sr	3
Prog Admin Manager III	Licensing Gov Affairs Officer	1
Prog Admin Specialist II	Licensing Inspector	39
Prog Admin Specialist III	Licensing Administrator	7
Prog Admin Specialist III	Licensing Consultant	12
Prog Admin Specialist III	Licensing Operations Manager	1
Prog Admin Specialist III	Nurse Consultant	2

Wage Positions

Position Role Name	Work Title	number of positions
Prog Admin Specialist II	Licensing Inspector	1

2021 VDSS Positions
Division: Local Engagement & Support

Salaried Positions

Position Role Name	Work Title	number of positions
Admin and Office Spec III	Office Services Specialist	1
Admin and Office Spec III	Operational Support Specialist	2
Gen Admin Manager II	Associate Director	1
Gen Admin Manager III	Dir Regional Ops Local Support	1
Gen Admin Manager III	Regional Director	5
Gen Admin Supv I/Coord I	Administrative Staff Spec	5
Gen Admin Supv II/Coord II	Regional Administrative Mgr	5
Policy Planning Spec II	Org Effectiveness Consult	1
Policy Planning Spec III	Human Svc Qual Impr Consult Sr	1
Policy Planning Spec III	Org Effectiveness Consult Sr.	1
Prog Admin Specialist II	Family Placement Specialist	1
Prog Admin Specialist II	Practice Consultant	19
Prog Admin Specialist II	Program Consultant Sr	31

Wage Positions

Position Role Name	Work Title	number of positions
Admin and Office Spec III	Office Services Specialist	1

2021 VDSS Positions
Division: Office of Legislative & Regulatory Affairs

Salaried Positions

Position Role Name	Work Title	number of positions
Policy And Planning Manager II	Division Manager Sr	1

2021 VDSS Positions
Division: Office of Research & Planning

Salaried Positions

Position Role Name	Work Title	number of positions
Info Technology Specialist II	Application Dev Analyst-Advanc	1
Info Technology Specialist II	Business Analyst	1
Info Technology Specialist II	Data Warehouse Analyst	3
Info Technology Specialist II	Data Warehouse Programmer	1
Info Technology Specialist III	Application Dev Analyst Sr	1
Info Technology Specialist III	Data Warehouse Analyst Sr	1
Info Technology Specialist III	Data Warehouse Architect	1
Info Technology Specialist III	Data Warehouse Developer Sr	1
Info Technology Specialist III	Project Manager	1
Policy Planning Manager III	Division Director	1
Policy Planning Spec II	Research Associate Senior	7
Prog Admin Specialist III	Business Intelligence Mgr	1

2021 VDSS Positions
Division: Organizational Development / HR

Salaried Positions

Position Role Name	Work Title	number of positions
Admin and Office Spec III	HR Operations Assistant	2
Admin and Office Spec III	Operational Support Specialist	1
Compliance/Safety Officer IV	Workforce Health & Safety Spec	1
Gen Admin Manager III	Division Director Sr	1
Gen Admin Supv I/Coord I	Administrative Staff Assistant	1
Gen Admin Supv I/Coord I	Records Administrator	1
Human Resource Analyst I	Benefits Administrator	2
Human Resource Analyst I	HR Operations Specialist	3
Human Resource Analyst II	Benefits Supervisor	1
Human Resource Analyst II	Class & Comp Consultant	2
Human Resource Analyst II	HR Operations Analyst	3
Human Resource Analyst II	HR Policy Analyst Sr	2
Human Resource Analyst II	Recruiter	6
Human Resource Analyst III	OD Consultant Sr	3
Human Resource Manager II	Associate Director Sr	1
Human Resource Manager II	Associate Division Director	1
Human Resource Manager II	Compliance Program Manager	1
Human Resource Manager II	HR Operations Manager	1
Human Resource Manager II	Talent Acquisition Manager	1
Human Resource Manager II	Talent Management Prgm Manager	1
Human Resource Manager II	Total Rewards Program Manager	1
Info Technology Specialist II	HR Data Analyst	1
Info Technology Specialist III	HR Business Analyst Sr	1
Policy Planning Spec II	HR Data Analyst	1
Policy Planning Spec III	HR Business Process Consult Sr	1
Policy Planning Spec III	OD Consultant Sr	3
Trainer and Instructor III	Talent Development Consultant	2
Trainer and Instructor III	Talent Development Specialist	2

Wage Positions

Position Role Name	Work Title	number of positions
Human Resource Analyst II	Human Resources Analyst	2
Human Resource Analyst III	OD Consultant Sr	1
Prog Admin Specialist III	Executive Coach	2
Trainer and Instructor I	Training Assistant	1

2021 VDSS Positions
Division: Public Affairs

Salaried Positions

Position Role Name	Work Title	number of positions
Info Technology Specialist II	Digital Solutions Developer	1
Info Technology Specialist III	Associate Director	1
Info Technology Specialist III	Digital Solutions Developer SR	1
Info Technology Specialist III	Multimedia Designer	1
Media Specialist IV	Graphic Designer	1
PR & Mktg Mgr III	Associate Director	1
PR & Mktg Spec IV	PR and Media Specialist	2
PR & Mktg Spec V	Sr Communications Consultant	1

Wage Positions

Position Role Name	Work Title	number of positions
Info Technology Specialist II	Web Developer	1

2021 VDSS Positions
Division: Support and Transformation

Salaried Positions

Position Role Name	Work Title	number of positions
Admin and Office Spec III	Administrative Assistant Sr	1
Admin and Office Spec III	Fiscal Technician Sr	1
Financial Services Spec II	Budget Manager	1
Prog Admin Manager III	Data Transformation Mgr	1
Prog Admin Specialist I	Support Enforcement Specialist	1
Prog Admin Specialist II	Program Communications Coord	3
Prog Admin Specialist II	Program Consultant Sr	1
Prog Admin Specialist III	Data & Reporting Consultant SR	1
Prog Admin Specialist III	Licensing Consultant	1
Prog Admin Specialist III	Program Budget Consultant Sr	1

2021 VDSS Positions
Division: Workforce Development & Support

Salaried Positions

Position Role Name	Work Title	number of positions
Gen Admin Manager III	Dir HS Workforce Dev & Train	1
Trainer and Instructor I	Training Assistant	4
Trainer and Instructor III	Curriculum Developer	5
Trainer and Instructor III	eLearning Content Coordinator	1
Trainer and Instructor III	eLearning Supervisor	1
Trainer and Instructor III	Trainer	6
Trainer and Instructor III	Trainer (Benefit Programs)	1
Trainer and Instructor III	Trainer Developer Specialist	1
Training & Instruction Mgr I	Curriculum Development Supv	1
Training & Instruction Mgr I	eLearning Supervisor	1
Training & Instruction Mgr I	Training Delivery Supervisor	1
Training & Instruction Mgr II	Training Manager	1

Wage Positions

Position Role Name	Work Title	number of positions
Admin and Office Spec III	Administrative Assistant Sr	1
Trainer and Instructor III	Trainer	6
Trainer and Instructor III	Trainer (Family Services)	15